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WHAT IMPACT IS IT HAVING ON YOU?...

VICARIOUS TRAUMA,
TAKING CARE OF YOURSELF

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Goals and Objectives:

☐ How to protect our emotional stability and stay human

☐ How to stay emotionally, physically and intellectually healthy

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OUTLINE

☐ Why do we need to have this conversation?

☐ How will we engage in this conversation?

☐ Balance of Self Care or Lack of

☐ Vicarious Trauma

☐ Find out what your Strengths Are- Survey

☐ Pillars of Balance Exercise

☐ Balance and Self Care

Top 10 Sources Of Workplace Stress

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1. Too much to do at once
2. Random interruptions
3. Mistrust, unfairness, and office politics
4. Unclear policies and no sense of direction
5. Too much or too little to do

Top 10 Sources Of Workplace Stress

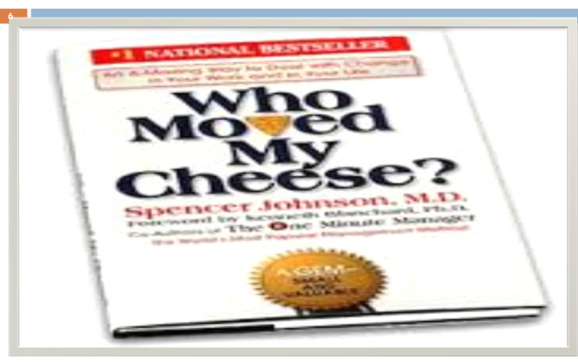
5

6. Career and job ambiguity
7. No feedback - good or bad
8. No appreciation
9. Lack of/poor communications
10. Constant change


(Source: Collie, D. (2004) Top ten sources of Workplace stress; www.businessknowledge.com)

Based on...

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Which Character Do You Represent?



HGM
one who denies to change as he fears it will lead to something worse

sniff
who sniffs out and change early!

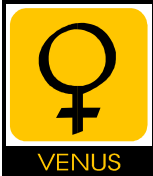

haw
who learns to adapt in time when he sees changing can lead to something better!

scurries
who scurries into action!


MEN ARE FROM MARS

WOMEN ARE FROM VENUS

THE ROLE OF WOMEN

Life on Mars*




Self Defined by:

- Achieving Goals
- Interested In Achieving Results
 - Don't appreciate unsolicited advice:
(Presume you're thinking he doesn't know what to do)
- Goes to his cave to handle problems
 - Use of Silence
- Frustration

Source: John Gray 1992

Life on Venus




Self is Defined by...

- ☐ Feelings
- ☐ Equality of her relationships
- ☐ Communication is very important
- ☐ Has to talk things out for relief

Dynamics of the Trial

Client	<ul style="list-style-type: none"> Relationships w/ clients
Families	<ul style="list-style-type: none"> Relationships w/ family of our clients
Defense Team	<ul style="list-style-type: none"> Attention to Detail We take on certain What strengths do we bring to the table? What history do we bring?
Trial Personnel	<ul style="list-style-type: none"> What baggage do we bring?
Self-Care	<ul style="list-style-type: none"> How does it impact us professionally, personally, etc.

CREATING BALANCE



The Struggle with

Burn out and Vicarious Trauma



Trauma

Trauma can generally be defined as an exposure to a situation in which a person is confronted with an event that involves actual or threatened death or serious injury, or a threat to self or others' physical well-being.

(American Psychiatric Association, 2000).

Reactions

Counselors' reactions to client traumas have historically been characterized as forms of either burnout or counter-transference.

(Figley, 1995)

Vicarious Trauma

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More recently vicarious trauma has been used to describe counselors' trauma reactions that are secondary to their exposure to clients' traumatic experiences.

(McCann & Pearlman)

Profound changes in the core aspects of the therapist's self.

(Pearlman & Saakvitne)

Vicarious Trauma

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Rooted in....

- Open engagement of empathy or connection
- Inherent in counseling relationships
- Repeated exposures to clients' traumatic experiences can create a shift in the way clinicians see themselves, the world and others
- Counselors become witness to the traumatic realities that many clients experience (Pearlman)
- Exposure leads to a transformation in the psychological functioning of clinicians
- Cumulative Exposure

VT v. Burnout

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Burnout

- A result of the general psychological stress of working with difficult clients (Figley).
- Related to a feeling of being overloaded secondary to client problems of chronicity and complexity.

VT

- A traumatic reaction to specific client-presented information.
- Specific to professionals who work with trauma survivors.
- Related to specific client experiences

VT v. Burnout


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Burnout

- Progresses gradually; result of emotional exhaustion
- Burnout does not lead to...

VT

- Sudden and abrupt
- Onset of symptoms that may not be detectable at an earlier stage
- changes in trust, feelings of control, issues of intimacy, esteem needs, safety concerns, & intrusive imagery



20 Unavoidable...

"A helper's vulnerability to vicarious trauma is unavoidable if her work involves listening empathically to traumatized people with the goal of helping them."

Sackville and Pearlman (2006)

Shared Characteristics

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Both Vicarious Trauma and Burnout may result in similar symptoms;

Rosenbloom, et al

- Both result in...
 - Physical symptoms
 - Emotional symptoms
 - Behavioral symptoms
 - Work related issues
 - Interpersonal problems
 - Decrease in clients concern—resulting in a decrease in quality care

VT v. Counter-transference

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Counter-transference

- Clinicians emotional reaction to a client as a result of the counselor's personal life experiences.

VT

- Direct reaction to traumatic client material and is not inherent in counter-transference.

Therefore....VT is

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- Unique
- Needs to be examined and understood separately from burnout and counter-transference
- Effects transcends the counseling session and the work arena

Symptoms...

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What would be the effect in your work, in your life, in your future functioning if you or colleagues experienced:

- a.) numbing
- b.) detachment, dissociation, depersonalization
- c.) powerlessness, helplessness
- d.) avoidance
- e.) hyper-arousal or reduced arousal
- f.) sadness, rage, or fear
- g.) reduced energy; no energy for self
- h.) generalized despair and hopelessness

Symptoms...

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- Intrusive imagery (visual, auditory, sensory...
- Other symptoms may parallel PTSD symptomatology
 - ▣ Nightmares
 - ▣ avoidance of reminders of traumatic events
 - ▣ Numbing
 - ▣ social withdrawal
 - ▣ emotional flooding

Work Place Contributions

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- Lack of support for staff (flexible options for respite).
- Failure to provide adequate contributions
- Unrealistic caseloads
- Fail to recognize or appreciate symptoms/effects
- Insufficient vacation time
- Deny severity of VT

CONSIDER THE FOLLOWING QUESTIONS:

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- 1) Are you able to recognize these symptoms when they occur?
- 2) Are you willing to recognize these symptoms should they occur?
 - a.) in others?
 - b.) in yourself?

CONSIDER THE FOLLOWING QUESTIONS:

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- 3) Are you able to recognize these symptoms should they occur for yourself?
- 4) If you recognized these symptoms in colleagues, how would they present, in what type of behaviors, words, or other methods of expressions?
- 5) How would they present in you?

CONSIDER THE FOLLOWING QUESTIONS:

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- 6.) If you did recognize these symptoms in colleagues, what would you:
Think?
Feel?
Do?
- 7.) If you recognized these symptoms, or were informed by colleagues that they recognized these symptoms in you, what would you:
Think?
Feel?
Do?
- 8.) In both situations (colleagues or yourself), what would you not:
Think?
Feel?
Do?

CONSIDER THE FOLLOWING QUESTIONS:

30

- 9.) What would be the effect in your work, in your life, in your future functioning if you or colleagues experienced:
 - a.) numbing
 - b.) detachment, dissociation, depersonalization
 - c.) powerlessness, helplessness
 - d.) avoidance
 - e.) hyper-arousal or reduced arousal
 - f.) sadness, rage, or fear?
- 10.) What can, should, would you do to address such outcomes?

CREATING BALANCE

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WHAT ARE SOME OF THE THINGS WE HAVE DONE
TO CREATE BALANCE IN OUR LIVES

- SELF TALK
- MAKING A CONTRACT
- MAKING CHANGES IN SCHEDULE
- GIVING YOURSELF PERMISSION TO SAY YES TO
YOURSELF AND NO TO OTHERS

WE ARE A WORK IN PROGRESS

Taking Care of Others

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There is a Reason why we do this?

- We can use taking care of others need to avoid
working on our own issues
- Sometimes it allows us to avoid being vulnerable
- Looking like the “nice” person can allow us to feel
“one up” on the other person
- It can give you power
- Make others feel guilty

VT

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□ What are the results of VT?

- Children
- Health
- Relationships

Difficult to hear our own inner-voice or intuition

Some of us want to jump into help even when we haven't
been asked

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Saying No

- Give yourself time
- Tell people you to need to think about it and get back to them
- Check in with yourself: with your body ---feel tension this may be something you don't want do...follow your gut
- Take in consideration the worst case scenarios- not the best case

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Saying No

- Can you do it in another way.
- Email – conference call? Delegate to someone else.
- Most people will understand because they struggle with saying NO as well.

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GOAL SETTING

The Search for Strengths and Virtues

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Chris Peterson and a team of scholars researched sources across cultures and through the centuries and found that there is a strong convergence in what these traditions consider to be virtues and strengths.

Un DSM

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This led to the formation of a classification system of six core values:

1. Wisdom and knowledge
2. Courage
3. Love and humanity
4. Justice
5. Temperance
6. Spirituality and Transcendence

VT

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- ☐ How can you use your strengths to change your behaviors?
- ☐ What would that feel like?
- ☐ What would that look like?

VIA Character Strengths

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- | | |
|--|---|
| <input type="checkbox"/> Appreciation of beauty and excellence | <input type="checkbox"/> Kindness |
| <input type="checkbox"/> Bravery | <input type="checkbox"/> Leadership |
| <input type="checkbox"/> Citizenship | <input type="checkbox"/> Love |
| <input type="checkbox"/> Creativity | <input type="checkbox"/> Love of learning |
| <input type="checkbox"/> Curiosity | <input type="checkbox"/> Modesty and humility |
| <input type="checkbox"/> Fairness | <input type="checkbox"/> Persistence |
| <input type="checkbox"/> Forgiveness and mercy | <input type="checkbox"/> Perspective |
| <input type="checkbox"/> Gratitude | <input type="checkbox"/> Prudence' |
| <input type="checkbox"/> Hope | <input type="checkbox"/> Self-regulation' |
| <input type="checkbox"/> Humor | <input type="checkbox"/> social intelligence' |
| <input type="checkbox"/> Integrity | <input type="checkbox"/> Spirituality |
| <input type="checkbox"/> Judgment | <input type="checkbox"/> Zest |

VIA Signature Strengths

Values In Action Inventory: <https://www.viasurvey.org>

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- ☐ Your Top Strength **Curiosity and interest in the world**
You are curious about everything. You are always asking questions, and you find all subjects and topics fascinating. You like exploration and discovery.
- ☐ Your Second Strength **Spirituality, sense of purpose, and faith**
You have strong and coherent beliefs about the higher purpose and meaning of the universe. You know where you fit in the larger scheme. Your beliefs shape your actions and are a source of comfort to you.
- ☐ Your Third Strength **Forgiveness and mercy**
You forgive those who have done you wrong. You always give people a second chance. Your guiding principle is mercy and not revenge.

VIA Signature Strengths

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- ☐ Your Fourth Strength **Love of learning**
You love learning new things, whether in a class or on your own. You have always loved school, reading, and museums-anywhere and everywhere there is an opportunity to learn.
- ☐ Your Fifth Strength **Fairness, equity, and justice**
Treating all people fairly is one of your abiding principles. You do not let your personal feelings bias your decisions about other people. You give everyone a chance.

Stages of Change

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- ☐ Precontemplation
- ☐ Contemplation
- ☐ Planning
- ☐ Action
- ☐ Maintenance
- ☐ Termination

Changing for Good: Prochaska, et. al

Keepers

Sugar Bowl



www.shutterstock.com - 21926803

Pillars of a Balanced Life

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P R O F E S S I O N A L L I F E	F I N A N C I A L	P H Y S I C A L	S P I R I T U A L	S O C I A L S U P P O R T	I N T I M A C Y	F A M I L Y	H O M E / O F F I C E	L E A R N I N G G R O W T H	P L A Y & F U N	O V E R A L L B A L A N C E L I F E	O V E R A L L S A T I S F A C T I O N
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Stages Of Change

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- ☐ Pre-contemplation
- ☐ Contemplation
- ☐ Planning
- ☐ Action
- ☐ Maintenance
- ☐ Termination

Changing for Good: Prochaska, et. al

Pre-contemplation

**Has no intention to
take action within the
next 6 months**

Contemplation

**Intends to take action
within the next 6
months.**

Preparation

**Intends to take action
within the next 30 days
and has taken some
behavioral steps in this
direction.**

Action

**Has changed overt
behavior for less than 6
months**

Maintenance

**Has changed overt
behavior for more
than 6 months.**

Termination

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~~Overt behavior will never return, and
there is complete confidence that
you can cope without fear of
relapse.~~

Examples of Change

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- ☐ Schedule time for your needs
- ☐ Put your needs on a schedule/calendar
- ☐ Decrease time spent on others
- ☐ Screen calls
- ☐ Consider partial commitments
- ☐ Micromanage yourself
- ☐ Message to your spouse or partner: great sex begins in the laundry room

I'm changing!

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- ☐ Give your self reminders
- ☐ Partner with someone
- ☐ Your not stuck in a pattern---you recognize a relapse

"It's important to be able to be graciously displeased with yourself". Scott Peck

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The Engaged Life

Short cuts do not lead to the engaged life :

- Television
- Chocolate eating
- Loveless sex
- Buying things

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Addressing the Stress

- Self Care
- Nurturing Activities
- Escape



Saakvile and Pearlman (2006)

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WHAT TO DO

Learn to use effective and rejuvenating stress management techniques to minimize the scars of trauma and obtain relief from symptom and disturbing post-traumatic behaviors.

Transforming the Despair of VT

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1. Create meaning
2. Infuse a current activity with meaning
3. Challenge your negative beliefs & Assumptions
4. Participate in community-building activities

Saakvime and Pearlman (2006)

ABC's OF Addressing VT

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□ Awareness

Being in touch to one's needs, limits, feelings, and resources.
Mindfulness and acceptance

□ Balance

Maintaining balance among activities, especially work, play
and rest. Inner balance is very important.

□ Connection

Connections to oneself, to others, and to something larger.

Saakvime and Pearlman (2006)

WHAT TO DO

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In a safe and confidential environment, ventilate emotions, like:

- a.) Terror
- b.) Rage
- c.) Denial/ numbing
- d.) Unresolved grief
- e.) Shame
- f.) Guilt
- g.) Helplessness

WHAT TO DO

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Seek help...

- Peer supervision
- Demand agencies provide specific help to those who provide trauma services
- Continuing education
- Personal coping mechanisms
- Spirituality
- Ethical considerations
- Mentor & Seek Mentoring

WHAT TO DO

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Talk about the trauma with someone trained who can support you in moving out of the traumatized position,

Correct your understanding of accountability (blame), cause-effect, and perspective,

Establish or develop a sense of perspective and distance regarding trauma.

WHAT TO DO

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Stay in the helping relationships

Keep using the healthy stress management strategies until such time as your sense of mastery, safety, and personal control are adjusted and restored in as healthy a level of functioning as possible.

Moments Of Choice

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Positivity And Change

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- Strengths based approach to change
- What people do well
 - Four key components:
 - Confidence
 - Optimism
 - Perseverance and Hope
 - Resilience

Positivity And Change

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- ❖ Recognizing and celebrate strengths in self and others
- ❖ Identifying Your Signature Strengths
- ❖ You at your best
- ❖ Write a brief story
- ❖ Reflect on strengths
- ❖ Key strengths such as: Optimism, Perseverance,
- ❖ Leadership, Authenticity, Enthusiasm

Seligman's signature strengths: www.viastrengths.org

Upside Of Positivity

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- ❖ Positivity widens the span of possibilities you see
- ❖ Positivity puts the breaks on negativity and is a key to resilience
- ❖ Positivity feels good
- ❖ You can increase your positivity
- ❖ Mental and physical health
- ❖ Live longer!

(Fredrickson & Losada 2005)
